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Mental Health In The Workplace: Overcoming Stigma Increasing Support

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ABSTRACT

The first stage of labor often takes a long time and causes discomfort for the mother, so methods are needed to accelerate it. This study aims to evaluate the effectiveness of microcontroller-based nipple stimulation in accelerating the labor process by stimulating the release of the hormone oxytocin which increases uterine contractions and accelerates cervical opening. Microcontroller technology is used to ensure the stimulation is done automatically and measured according to the mother's physiological needs. This study involved two groups, namely the group that received stimulation and the control group that did not receive stimulation. There are shortcomings in studies examining the effectiveness of interventions implemented at the organisational level in reducing stigma and improving mental health support. A variety of strategies can be used to address stigma, including proper education, awareness campaigns, and training for managers and employees on the importance of mental health. The development of inclusive policies and the provision of easy and non-discriminatory access to mental health services are essential. Consistent managerial support also plays a key role in creating a supportive work environment. Creating a positive and inclusive organizational culture will help companies improve employee mental health and well-being, while also increasing workforce productivity and retention. Reducing stigma and increasing support can create a healthier work environment, which ultimately supports individual development and the long-term success of the company.

Keywords : Mental health, support, workplace



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INTRODUCTION

Mental health in the workplace is increasingly gaining attention in the modern world of work, especially with increasing pressure and intense competition (Rosmalina., 2019). Stress that is not managed properly has a negative impact on mental well-being, productivity, and employee satisfaction (Mardikaningsi et al., 2022). Factors such as high job demands, lack of control over tasks, a less supportive work atmosphere, major changes in the organization, and imbalances between work and personal life are often the main causes of stress (Loudoe et al., 2023). This stress has the potential to trigger mental health disorders such as anxiety, depression, and fatigue, which ultimately decreases performance and satisfaction at work (Suseno., 2021). Organizations need to implement various effective measures to cope with stress in the workplace, such as providing mental health support programs, creating a more positive work environment, offering work flexibility, and ensuring a reasonable workload. These steps help employees better manage stress and at the same time support the company's success. Prioritizing mental health in the work environment is an investment that can increase productivity, reduce turnover rates, and create a healthier and more productive work environment (Adiningrat et al., 2024).

According to the World Health Organization or WHO (2022), mental health is a state of mental well-being that allows a person to overcome life pressures, be aware of their abilities, study well and work well, and contribute to their community. Mental health is the way we think, feel, and act (Rafifah et al., 2022). Mental health problems include a series of conditions that impact an individual's mental well-being, which can interfere with a person's mood, behavior, thinking, as well as the way they interact with others (Novianti., 2023). Different types of mental health problems, such as depression, anxiety, bipolar disorder, and schizophrenia, have varying symptoms and can appear in varying degrees of severity, ranging from mild to severe (Yohana & Gati., 2023). This severity is determined based on how far it impacts an individual's daily functioning in carrying out daily activities, including work, social relationships, and other activities. If a person experiences severe mental health problems, the impact can be significant, interfering with their ability to perform regular activities, and can lead to decreased productivity, difficulty maintaining social relationships, and hindering the individual's ability to enjoy daily life (Fitri et al., 2024).

The stigma that often accompanies mental health issues can exacerbate the situation, leaving individuals feeling isolated and reluctant to seek help. Therefore, it is important to increase awareness and understanding of mental health and create a supportive environment in society and the workplace, so that individuals experiencing mental health issues can receive the support they need to recover and function optimally. Mental health in the workplace is often overlooked, creating serious challenges for individuals and organizations (Sumendap., 2023). Many companies prioritize physical health, while mental health is considered a less urgent secondary issue. Some organizations have begun implementing mental health programs; However, without a supportive organizational culture change, the initiative is likely to be ineffective. Employees often feel reluctant to disclose their mental health issues due to existing stigma and concerns about negative impacts on their careers (Saputri et al., 2020).

This situation results in the creation of an unsupportive work environment, where mental health issues are neglected, and can result in serious long-term consequences, such as decreased productivity, increased absenteeism, and damage to interpersonal relationships, ultimately harming both the individual and the organization as a whole. Stigma is a negative, stereotypical, or discriminatory statement directed at a specific individual or group (Yuhastina & Trinungraha., 2022). In the context of mental health, stigma can cause those with mental health problems to become embarrassed, isolated, and reluctant to seek professional help. This stigma can also affect the social relationships we have with family, friends, and the general public. As a result, people with mental health problems often do not get help or support when looking for work. It is important to discuss stigma and mental health issues clearly with the general public and health workers (Lisnarini et al., 2019).

Mental health in the workplace has increasingly become a major concern in recent years, especially due to the increasing problems such as stress, anxiety, and depression experienced by employees in various industry sectors (Utama et al., 2023). Stigma against mental health is still a significant obstacle for many employees to obtain the necessary help (Novianty., 2020). This stigma often appears in the form of the assumption that mental health disorders are a sign of weakness or inadequacy, so employees feel worried about discrimination or negative impacts on their careers if they are open about the condition. Many employees choose to hide their problems, which ultimately adversely affect the organization's psychological well-being, performance, and productivity (Obrenovic et al., 2020). Employees who are reluctant to disclose mental health issues often experience decreased productivity, are absent more often, or are present but are unable to work effectively. The inability to interact socially in the workplace also interferes with team collaboration and harmony. To overcome this stigma, companies need to take strategic steps, including raising awareness and providing education about the importance of mental health, creating a supportive work environment, and providing mental health programs, such as counseling or therapy. Encouraging empathic leadership and facilitating open dialogue on these issues is also critical to building an inclusive work culture.

These measures will help organizations provide the support needed by employees while maintaining a balance between individual well-being and company productivity. The high prevalence of mental health problems in the workplace, as well as the adverse impact caused by the stigma related to this issue, is the background of this study. Based on data from the World Health Organization (WHO), mental disorders such as depression and anxiety cause \$1 trillion worth of global productivity losses every year. Employees who face mental health issues often feel reluctant to seek help for fear of negative judgment from their superiors or coworkers. The common perception that mental health problems are a sign of weakness or inability creates an atmosphere of discomfort, which makes many individuals choose to hide their condition.

This reluctance is not only detrimental to individuals, but also to the organization as a whole. Employees who don't get the support they need can experience decreased motivation, reduced performance, and higher levels of absenteeism. High levels of stress and work pressure can also exacerbate mental health problems in the workplace. A

competitive work environment, high demands, and a lack of social support contribute to the emergence of mental disorders. Stigma among coworkers can lead to social isolation, which in turn reduces a sense of attachment and job satisfaction. In many cases, employees may feel that talking about their mental health will result in negative consequences, such as missing out on promotional opportunities or being fired. Therefore, this study aims to explore the impact of stigma on mental health in the workplace and find effective solutions to reduce it. By understanding the root causes of stigma, organizations can design programs that aim to raise awareness, educate employees, and provide better support for those experiencing mental health issues, thereby contributing to increased productivity and overall well-being.

Mental health in the workplace is increasingly in the spotlight, especially due to its significant impact on employee productivity and well-being (Saba., 2024). The stigma surrounding mental health issues is often a major challenge that needs to be addressed. This stigma appears in the form of negative stereotypes, where employees who experience mental health problems are considered incompetent, less productive, or even potentially harmful to the work environment. The fear of disclosing these issues becomes a hindrance, as many employees are worried about negative judgments from colleagues and superiors, which ultimately prevents them from seeking the help they need. The implementation of comprehensive education and awareness measures about mental health is very important (Adama et al., 2023). Training programs that increase understanding of mental health issues can help create a more inclusive and supportive environment. Efforts to address this setback and reduce workplace tardiness can be made through anti-stigma initiatives that bring first-hand experience from employees facing mental health challenges. Clear and inclusive policies should also be implemented to protect employees from discrimination and ensure that they have access to the necessary resources to support their mental health. Adequate support for mental health is essential in creating a positive work environment (Riana et al., 2022).

The implementation of mental health programs, including counseling services and stress management workshops, can give employees the tools they need to cope with mental challenges. Creating space for discussion and encouraging responsive management to mental health issues is also a crucial step. Flexibility in working hours and work-from-home policies can also be an effective solution to help employees take care of their mental health. By educating employees, implementing supportive policies, and providing various forms of support, companies can help reduce stigma and improve employee mental well-being, which in turn will contribute to the productivity and overall performance of the organization. Efforts to overcome stress and increase job satisfaction require the implementation of preventive and responsive strategies in the work environment. Companies need to build a culture that supports mental health and increase awareness and understanding of mental health issues in the workplace. Terms such as mental health, workplace, stress, job satisfaction, and human resource management strategies are important to be studied further. A deep understanding and effective actions in managing mental health are essential to creating a healthy, productive, and sustainable work environment. Stress is often one of the main impacts of a competitive and dynamic work environment, and is a triggering factor for mental

health problems among employees. An imbalance between job demands, time pressure, and high expectations can trigger fatigue, anxiety, and depression. The development of comprehensive policies and strategies is necessary to address the negative impacts of stress in the workplace, while ensuring that the balance between employee productivity and well-being is maintained.

Companies and organizations have the ability to create a healthier and more productive work environment for all employees when considering a variety of significant elements. These efforts not only contribute to the well-being of individuals, but also have a positive impact on the overall performance of the company. Investing in employee mental health should be seen as a valuable long-term investment for the sustainability and success of the organization. Therefore, a deep understanding of the challenges individuals face in the workplace and the implementation of the right strategies is key in dealing with stress and increasing job satisfaction. Every individual's needs when it comes to mental health are unique, so an inclusive and responsive approach is essential to ensure all employees feel supported and valued in their work environment. Attention to the needs and preferences of each individual allows companies to create a more inclusive and supportive work culture. Increasing awareness and understanding of mental health issues in the workplace is also an important aspect for all parties involved (Yumar et al., 2023). Training and education on mental health can be minimized, awareness can be increased, and collaboration between employees and management in creating a healthier and more productive work environment can be established. Combining all of these elements, companies and organizations can build a work atmosphere that supports employee mental health, reduces stress, and overall increases job satisfaction. This positive impact is not only felt by individual employees, but also has a significant influence on the overall performance of the organization (Muktamar & Pinto., 2023).

Prioritizing mental health in the workplace is an important and beneficial step for all parties involved. Recognition of the importance of mental health in the work environment should not be ignored in an effort to create a healthy and productive workplace. Stress management and attention to employee job satisfaction will allow companies to reap a variety of benefits, including increased productivity, better employee retention, and a more positive company reputation. Awareness of the importance of mental health has become a crucial issue that is often faced by workers. According to a recent report from Mercer Marsh Benefits titled "Health on Demand 2023," mental health challenges in Indonesia are not only related to job relevance and benefit values, but also show the existence of significant protection gaps, especially for low-wage workers, caregivers, and women. This gap signals that access to mental health services and employee protection is not distributed equitably, which can worsen the mental condition of workers, especially among more vulnerable groups.

The study, which involved more than 17,500 employees in 16 global markets, including Indonesia, provided an important picture of the mental health conditions of workers in the country. Although only 26% of Indonesian employees report experiencing stress in their daily lives—a lower number than the average of 44% in Asia—the fact that nearly half of them (45%) admit to having worked in an unhealthy

mental state suggests a worrying reality. This situation suggests that, despite lower overall stress levels, many workers feel compelled to keep working even if their mental state is not supportive. This raises important questions about the support that exists for mental health in the workplace and the need to address the stigma that prevents workers from seeking help. This condition forces companies to take more proactive steps in supporting employee mental health. The implementation of a comprehensive mental health program, the provision of access to counseling services, and the creation of an inclusive and supportive work environment are very important (Oktarizal et al., 2023). In addition, companies need to pay attention to gender aspects and provide special protection for more vulnerable groups of workers, such as caregivers and low-wage workers. Addressing these protection gaps will not only improve individual well-being, but will also contribute to employee productivity and loyalty, as well as create a more balanced and sustainable workplace.

Research on mental health in the workplace has been conducted, but there are still some shortcomings that need to be addressed to deepen understanding of this issue. First, there is a lack of research that specifically examines the relationship between stigma and mental health and the search for support in the workplace. This is important because stigma can prevent employees from seeking help, thus affecting their well-being. In addition, many studies only examine individual perspectives without considering the role of organizational policies and culture in supporting mental health (Hall et al., 2022). Therefore, a holistic and systemic approach is urgently needed to understand how the work environment can affect employees' mental health. Other shortcomings that need to be explored are effective approaches to addressing stigma in the workplace as well as the implementation of ongoing mental health support (Yumar et al., 2023).

Further research is needed to evaluate the various strategies that can be implemented by the organization. Some strategies to consider include training for managers, counseling programs for employees, and inclusive policies that can create a more supportive environment. This research is expected to provide valuable insights and recommendations for organizations in creating a more inclusive work environment and supporting employee mental health, so that it can improve welfare and productivity in the workplace (Wahdiniawati et al., 2024).

METHOD

The qualitative approach in this study aims to obtain a deeper understanding of the subject being discussed. This approach collects data, views, and behaviors through open-ended questions that focus on the how and why aspects, making it crucial in formulating hypotheses and influencing more comprehensive research (Tenny et al., 2022). The data of this article was collected through careful examination of previously published papers and literature. Literature research is very helpful in understanding how to collect previously published data in a different way from other data obtained (Woley., 2021). Additionally, literature reviews are used to ascertain the condition of knowledge about a particular subject, provide a foundation for the development of new theoretical ideas, and evaluate the progress of a particular field of study (Snyder, 2019).

Using secondary data that has been collected or collected by academics through previous research is crucial in this spectrum (Johnston, 2014). Additional information gathered from credible sources is also presented in the preparation of the article within the scope of the analysis. The truth of these facts is then verified by comparing the results with the results of other studies using relevant data.

RESULT AND DISCUSSION

The stigma of mental health in the workplace is still very strong even though awareness about the importance of mental health continues to grow (Silalahi et al., 2024). Many employees face issues such as anxiety, stress, and depression, but few seek professional help due to concerns that this could negatively impact their careers, such as declining performance appraisals, limited promotion opportunities, or the risk of losing their jobs. In a competitive work environment, many employees feel the need to hide their mental problems so as not to be perceived as incompetent or weak. Without proper treatment, this condition ultimately affects their productivity and overall well-being (Utomo & Rahani., 2023). Some companies are starting to take steps to create a more supportive environment for mental health, but to truly eliminate this stigma, ongoing efforts are needed through education, inclusive policies, and easy access to mental health services.

Employee welfare can be seen from how mental health is maintained in the workplace; welfare is not only calculated materially (Sari et al., 2024). This aspect is very important because good mental health can increase employee productivity, job satisfaction, and loyalty. Increasing awareness of the importance of maintaining mental health while working is a crucial first step. Work can make a positive contribution to workers' well-being in material terms, but an unsupportive work environment, lack of social support, and an unhealthy organizational culture can make work dangerous and toxic. Prolonged stress, pressure from superiors, and conflicts between coworkers can worsen mental health conditions, which in turn negatively impacts productivity and overall well-being. It is important for companies to create a supportive work environment, where employees feel valued, listened to, and given opportunities to develop. This can be done through inclusive policies, mental health support programs, and training for managers to recognize and address mental health issues in the workplace. Companies that invest in employee mental health also contribute to the creation of a positive and productive organizational culture. Maintained employee well-being will encourage innovation, collaboration, and better performance, as well as create a more harmonious and sustainable work environment.

According to Wu et al. (2021), the promotion of positive mental health in the workplace is a complex process that requires collaboration at various levels of leadership. The efforts made by employers in supporting improved mental health are not only beneficial to employees, but also serve as a strategic step to protect the overall well-being of the organization. Active management involvement in mental health initiatives can create a supportive and inclusive work culture, where employees feel valued and listened to (Claudia & Rahman., 2024). Support from leaders can reduce stigma related to mental health issues, thereby encouraging employees to be more open

about the challenges faced (Nurimanisa et al., 2023). Management involvement in mental health programs includes training to recognize signs of stress and mental health issues, provision of adequate resources, and the development of policies that support employee well-being. Mental health is prioritized as an integral part of a broader business strategy, thus creating a more harmonious and productive workplace. The right initiatives can increase employee productivity, job satisfaction, and loyalty, thus positively impacting the overall success of the organization.

In the workplace, there are several factors that play a role in determining the mental health of workers and can form a toxic work environment. These factors include high job demand, low job control, and minimal social support in the work environment. The imbalance between effort and reward, low procedural and relational fairness in the organization, as well as constant organizational change, job insecurity, temporary employment status, irregular working hours, bullying, and role pressure can also negatively impact employee mental health (Gray et al., 2019). Factors outside of work, such as family status and social support networks, are also important predictors of workers' mental health. Research conducted by Patricia Gray and her team shows that interventions at the organizational level can make a significant contribution in improving mental health and happiness among medical personnel. These efforts include increasing social support, providing adequate resources, and establishing fair and transparent policies (Burroham & Mesra., 2024). Creating a healthy and supportive work environment can reduce stress levels and improve overall employee well-being. Well-designed initiatives not only benefit an individual's mental health, but they can also increase productivity and job satisfaction, thereby contributing to the organization's long-term success (Wardani et al., 2024).

Companies that implement inclusive mental health support programs, such as counseling services, stress management training, and other mental health facilities, have succeeded in improving employee well-being and encouraging increased productivity. These programs have a positive impact by reducing levels of stress, anxiety, and burnout at work, so that employees who participate in these programs show better performance and are more focused in carrying out their duties (Marchelia., 2024). The role of management is crucial in overcoming stigma related to mental health. The support provided by management, such as ensuring that employees feel safe to open up about their mental health conditions without fear of negative impact on their careers, can encourage greater openness among employees. Management that is proactive in creating an inclusive and empathetic work culture on mental health issues can also increase employee trust and strengthen working relationships. Companies need to take concrete steps to address this stigma by providing comprehensive education about mental health, providing anonymous and easy access to professional support services, and implementing policies that protect employees from discrimination based on mental health conditions. The implementation of these measures allows companies to create a more inclusive and supportive work environment, where employees feel adequately supported. This will ultimately improve mental well-being and overall productivity. This strategy can also strengthen employee loyalty, reduce staff turnover, and create a healthier and collaborative work atmosphere.

This study confirms that stigma related to mental health is still a major barrier in creating a healthy work environment. This stigma not only exacerbates the impact of mental health issues, but also encourages employees to hide their condition rather than seek help, which can ultimately exacerbate the problem. Stigma is a critical first step to creating a more inclusive and supportive workplace. Stigma against mental health is not only a personal problem, but also an organizational problem that has a significant impact on productivity, employee retention, and overall work climate. Companies must actively play a role in combating this stigma through various strategies, including education about mental health, training for managers and employees, and workplace awareness campaigns. Comprehensive education can help change negative perceptions about mental health and provide a better understand

ding of the importance of support for employees experiencing mental health issues. Training for managers is also important so that they can recognize the signs of mental health problems and provide the necessary support without stigma. Reducing employees' concerns about discrimination will encourage them to be more open and seek help when needed. Implementing policies that protect employees from discrimination and provide easy access to mental health services is also critical. These measures will create a work environment that not only supports mental health, but also increases employee productivity and job satisfaction, thus contributing to the overall success of the organization. Companies that provide easy and safe access to mental health support programs are proven to reduce absenteeism, increase productivity, and strengthen employee loyalty. Programs such as internal counseling, employee assistance programs, and stress management and mindfulness training have proven to be effective in helping employees deal with their issues in a healthier way. Proper support allows employees to better manage work stress and pressure, thus having a direct impact on their mental and physical health. It is important for leaders to lead by example when it comes to mental health through open communication and company policies that support psychological well-being. When leaders show engagement and concern for mental health, employees feel more valued and supported, increasing their confidence and engagement at work. Companies that have leaders who are actively involved in mental health campaigns show a higher level of openness among employees, which ultimately has a positive impact on the overall work climate. A work environment that supports mental health not only increases productivity, but also reduces staff turnover and increases job satisfaction. Building a culture that supports mental health allows companies to attract and retain top talent and build stronger, more collaborative teams. Investing in employee mental health is not only beneficial to individuals, but also contributes to the long-term success of the organization.

Efforts to improve the mental health of public service workers require the development of supportive organizational policies. The policy should include promoting a work-life balance, as well as providing easy and non-discriminatory access to mental health services. This is important so that workers feel valued and cared for in the context of their psychological well-being. Consistent support from employers and management in implementing these policies is essential to creating a supportive work

environment. Management's involvement in the policy implementation process not only demonstrates a commitment to employee mental health, but can also encourage workers to feel more comfortable expressing their needs and challenges. Training for managers and leaders on the importance of mental health, as well as how to recognize and support employees who are experiencing difficulties, can strengthen the effectiveness of established policies. The combination of inclusive policies, managerial support, and adequate training can create an organizational culture that values mental health, increases productivity, and reduces stress levels in the workplace. The implementation of this sustainable policy will help create a work environment that is not only productive, but also supports the holistic well-being of all employees.

Temporary programs are not enough; Companies need to build sustainable policies in supporting employee mental health. This policy should include regular evaluations of employees' mental health needs so that the company can understand the challenges faced by the team and provide relevant solutions. Training for managers on how to support employees who are experiencing mental problems is essential to ensure appropriate and responsive support (Maharani et al., 2023). The implementation of feedback mechanisms that allow employees to voice their needs and concerns should also be carried out, for example through surveys, discussion forums, or other communication channels that are safe and do not cause stigma. Focusing on reducing stigma as well as increasing support will create a healthier environment, where employees feel supported in every aspect of life, including mental health. This sustainable policy should involve efforts to raise awareness about mental health among all employees, create an inclusive culture, and encourage collaboration between teams to support each other. This comprehensive and sustainable approach will allow companies to not only improve employee well-being, but also promote higher productivity, job satisfaction, and loyalty in the long run. Good mental health in the workplace contributes to the overall success of the organization and creates more resilient and innovative teams.

CONCLUSION

The stigma attached to mental health issues often prevents individuals from seeking help, negatively impacting well-being as well as performance. The creation of an inclusive and supportive organizational culture is a fundamental step that companies need to take. A commitment to develop policies that promote mental well-being and provide easy and non-discriminatory access to mental health services is essential. The provision of educational and training programs for managers and employees to increase awareness and understanding of the importance of mental health is also needed. Consistent managerial support is needed so that employees feel safe and comfortable talking about mental health issues without fear of stigma or negative impact on their careers. Efforts to overcome stigma must involve a comprehensive awareness campaign to educate all members of the organization. The creation of open communication and empathy among employees can create a healthier and more supportive environment, thereby reducing stigma and improving productivity, employee retention, and individual well-being. The implementation of

these strategies will result in a more inclusive work environment, which ultimately contributes to the long-term success of the organization. Good mental health in the workplace not only benefits employees, but also has a positive impact on the company's performance and reputation. The implications of this effort include increased employee loyalty and satisfaction, reduced attendance rates, and improved overall team performance. A work environment that supports mental health can attract top talent and retain existing employees, as well as create a positive image for the company in the eyes of the public. Addressing stigma and improving mental health support should be a priority for any organization looking to achieve sustainability and healthy growth.

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